

MHYC Orientation Facilitation Guide

Understanding and Fostering Belonging (1 Hour)

Objective:

- To explore the concept of belonging and identify barriers that prevent a sense of belonging within the team.

Dialogue on Belonging (30 Minutes)

Introduction of concept (5 Minutes)- video

- Welcome participants warmly.
- Video will briefly explain the importance of belonging in creating an inclusive and supportive environment.

Group Discussion (20 Minutes)

- Questions to Pose:
 - "Can you share a time when you felt a strong sense of belonging to a team or group? What factors contributed to that feeling?"
 - "Reflect on times you've felt disconnected or out of place. Is there a recurring pattern?"

Reflection (5 Minutes)

- Highlight key points and common themes that emerge from the discussion.

BREAK**Identifying Barriers to Belonging (30 Minutes)***Group Activity (20 Minutes)*

- Instructions:
 - If the group is small, remain together; otherwise, divide into small groups.
 - Identify common barriers to belonging they have observed or experienced.

Group Sharing (10 Minutes)

- Have each group share their discussions and proposed solutions with the larger group.
 - Encourage participants to share their thoughts and experiences related to fostering belonging within the team.
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Trust Building/Skill Building(45min)

Objective:

- **Enhance practical skills for intentionally creating a supportive and inclusive environment, with a focus on empathy, active listening, and responding without judgment.**

Integrated Activity (30 Minutes)

Introduction to Concepts (5 Minutes)- video

- **Video will briefly explain the concepts of "holding space" and creating "safe, inclusive spaces," emphasizing the importance of empathy, active listening, and proactive community building.**

Group Activity: Empathy Circle (20 Minutes)

- Empathy Circle Setup:
 - Arrange the group in a circle to foster a sense of equality and openness.
 - Begin by explaining the importance of "holding space" and "creating safe, inclusive spaces." Clarify that holding space involves listening actively and empathetically to others without judgment or an immediate rush to respond. Emphasize that this practice allows individuals to feel seen, heard, and valued.
- Sharing and Listening:
 - Question: "A time when you felt truly heard" or "An instance where you felt left out and why."

- The rest of the group practices active listening, focusing on understanding and empathizing with the speaker without offering advice or judgment.
- Reflecting on Creating Safe Spaces:
 - After everyone has shared, facilitate a discussion on how the practices of holding space and active listening contribute to creating a safe, inclusive environment.
 - Encourage the group to brainstorm actionable steps they can take as individuals and as a team to apply these concepts in their daily interactions and community building efforts.

Commitment to Action (5 Minutes)

- Conclude the activity by asking each participant to articulate one specific action they will take to enhance inclusivity and support within the team, inspired by insights gained during the session.
- Consider creating a collective action plan or agreement that encapsulates the group's commitment to fostering an inclusive, supportive environment. This could serve as a reference point for the team's ongoing DEI efforts.

Wrap-Up and Reflection (15 Minutes)

Group Reflection (10 Minutes)

- Open the floor for participants to share their feelings about the combined activity, key takeaways, and any personal commitments they feel strongly about.

Closing (5 Minutes)

- Thank the group for their participation, openness, and commitment to creating a supportive, inclusive environment.
- Emphasize the ongoing nature of DEI work and the importance of continuous effort and support.

Understanding and Addressing Microaggressions and Implicit Bias (1 Hour)

Objective: To deepen understanding of microaggressions and implicit bias, explore their impact within the team, and develop actionable strategies to address these issues in the workplace.

Understanding Microaggressions and Implicit Bias (20 Minutes)

Introduction to Concepts (5 Minutes) - Video

- **Welcome participants warmly.**
- Video will briefly introduce the concepts of microaggressions and implicit bias, highlighting examples and response strategies.

Group Discussion (10 Minutes)

- If the group is large break out into small groups
- Questions to Pose:
 - Can you think of a time when you experienced, witnessed or unintentionally perpetuated a microaggression? How did you respond? What impact did it have on you in the moment and longer-term?"

Facilitation Tips:

- Encourage an open and honest sharing of experiences related to microaggressions and implicit bias.
- [Tips For Responding to Microaggressions](#)
- Facilitate a supportive discussion that allows for vulnerability and mutual understanding.

- Highlight key insights and common themes that emerge, emphasizing the subtlety and pervasiveness of these issues.

Reflection (5 Minutes)

- Ask participants to reflect on how recognizing and addressing microaggressions and implicit biases can enhance team cohesion and inclusivity.
- Encourage participants to consider personal actions they can take to mitigate these issues.

BREAK

Exploring Implicit Bias (40 Minutes)

Group Activity (30 Minutes)

- Activity Instructions:
 - ***“Who is in My Circle Activity”***: The facilitator introduces the activity, emphasizing its role in reflecting on one's social environment. Participants are asked to fill out a document listing the social identity categories (racial identity, gender, first language, etc.) for 10 people they consider closest to them. This can include family, friends, mentors, and partners etc.
 - Duration: Allocate 5-10 minutes for completion.
 - Discussion: After completing the activity, ask 3-5 volunteers to share their observations:
 - Did you notice any patterns?
 - If yes, why do you think these patterns exist?
 - How do you think these patterns impact how you interact with others?
- Group Sharing (10 Minutes):
 - Facilitate a group discussion where participants can share how recognizing these patterns can influence their behavior and decision-making, and discuss steps to expand their circles to include diverse perspectives.

Wrap-Up and Closing Thoughts

- Conclude by underscoring the importance of recognizing and addressing implicit biases. Encourage participants to continue reflecting on their personal networks and to seek ways to interact with a broader range of people to reduce the effects of implicit biases.
- Encourage continued education and dialogue on these topics to enhance personal growth and team development.